

Claiborne County School System
2014-2015 Differentiated Pay Plan Submission



General Notes:

1. All components of this plan are subject to available federal, state and local funding being maintained at current levels
2. All components of this plan are subject to local board approval and approval of the budget by the local funding body.
3. This plan is subject to review annually and only commits Claiborne County for the 2014 – 2015 fiscal year.
4. A designated percentage of funds identified for salary improvement from TDE in 2014 – 2015. This does not include any BEP increases created or other BEP improvements outside those designated as salary improvement funding. These funds will be designated to fund the areas identified.

Description of teacher and stakeholder engagement in the development of the differentiated pay plan:

The Director of Claiborne County Schools conducted a teacher survey and met with principals, finance personnel and board members prior to completion of the plan.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>Additional instructional time in hard- to- staff positions will be submitted by a district advisory team to the Claiborne County Director of Schools for approval.</i></p> <p><i>An additional class period will be offered to educators teaching in hard-to –staff positions. The compensation will be prorated based on the</i></p>	<p><i>Bonuses not to exceed \$10,000 can be utilized to employ educators in hard-to-staff positions for teaching an additional class period.</i></p>	<p><i>A district advisory team composed of the Elementary/Secondary Supervisors, Assistant Director, applicable Principal, and the Financial Consultant will determine the number of teachers needed in hard-to-staff positions and submit to the Directory of Schools for</i></p>	<p>\$90,000.00</p>	<p>N/A</p>

	<i>educator's current salary schedule.</i>		<i>approval. A maximum of nine teachers will be eligible for the bonuses and a minimum of four teachers will be hired. The number of positions will be based upon available funding. In order for teachers to be considered they must meet defined teacher performance and attendance levels. Additional classes will be determined by need and assigned annually.</i>		
--	--	--	--	--	--

<p>Additional Instructional Roles or Responsibilities</p>	<p><i>Claiborne County will compensate teachers and professional employees for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. utilizing the TEAM Evaluation system, teachers/educators who meet the criteria of a Level 3, Level 4, or Level 5 effectiveness rating will be eligible to apply for leadership roles or additional duties based on system and school needs. Examples include but are not limited to Instructional Leaders, PLC Leaders, Scholar Bowl Coaches, Professional Development Presentations, Developing Common Assessments, and Teacher Mentors. Additional duties will require all work to be done outside the contracted time for the employee.</i></p>	<p><i>Compensation will be given annually in the form of a bonus in the teacher's May check. Amounts will be determined according to job descriptions created, degree of responsibility and time involved, the range of compensation will start at \$200.00 not to exceed \$2,000.00.</i></p>	<p><i>A district level advisory team composed of the Elementary/Secondary Supervisors, Assistant Director, applicable Principal, and the Financial Consultant will consider the following factors for the selection of personnel:</i></p> <ol style="list-style-type: none"> <i>1. A selection process for personnel chosen to fill these roles based on attendance, subject area, past performance, leadership and facilitation skill and individual TEAM composite score.</i> <i>2. Job descriptions to include degree of responsibility and time involved. Areas of focus are job embedded and directly linked to evidence based practices.</i> <p><i>A maximum of 140 professionals will be eligible for the bonuses and a minimum of fourteen professionals will be hired. The number of positions will be based on available funding and priority of support.</i></p>	<p>\$28,000.00</p>	<p>N/A</p>
--	---	---	---	---------------------------	-------------------

Education	<i>The district will include Bachelor's, Master's, MA+45, Educational Specialists and Doctoral degrees for eligible base pay compensation as shown in the attached example 2014-2015 salary schedule.</i>	<i>The compensation will be base pay and qualifying teachers will receive the amount specified by degree level. Qualifying teachers will receive the amount listed on the enclosed salary schedule.</i>	<i>All professionally placed certified educators will be eligible for this compensation based on the 2014-2015 salary schedule.</i>	<i>No additional cost</i>	<i>N/A</i>
Experience	<i>The district will continue to award step increases for each year of experience.</i> <i>The attached salary schedule contains the 2013-2014 figures. This will be updated to reflect state and local funding bodies' funding levels.</i>	<i>Each professional will earn a yearly step increase for years of experience.</i>	<i>All professionals are eligible.</i>	<i>\$200,000.00</i>	<i>N/A</i>
Attendance	<i>Employees must be in attendance 97.2% of the instructional school year days to receive bonus pay (175 out of 180 days).</i>	<i>Compensation will be given in the form of a bonus in the teacher's August check in the amount of \$500.00.</i>	<i>All professional employees are eligible for this bonus pending funding.</i>	<i>\$175,000.00</i>	<i>N/A</i>